

# PERS EMPLOYER ADVISORY GROUP MEETING

Date: 07/15/22

Time: 10:00 a.m.–12:00 p.m.

Location: MS Teams

<b>TYPE OF MEETING</b>	EAG Meeting
<b>FACILITATOR</b>	Sam Paris
<b>NOTE TAKER</b>	Alex Gaub
<b>CALL-IN NUMBER</b>	+1 971-300-4342      Phone Conference ID: 715 143 891#
<b>ATTENDEES</b>	<p><b>EAG Members:</b> Nancy Brewer, League of Oregon Cities; Michelle Kirby, League of Oregon Cities; Jeff White, Association of Oregon Counties; Trudy Vidal, Department of Administrative Services; Shauna Tobiasson, Department of Administrative Services; Jeff Rasmussen, Association of Oregon Counties</p> <p><b>PERS:</b> Kevin Olineck, Sam Paris, Yvette Elledge-Rhodes, Brandon Armatas, Alison Burman, Brandon Armatas, Elli Probasco, Heather Case, Jake Winship, Laurel Galego, MaryMichelle Sosne, Richard Horsford, Shawn Harper, Alex Gaub, Sarah Diggs, Matt Graves, Cyndy Kirkwood, Eli Rossman, Christina Hampton, Aaron Jones, Peter Nielsen, Stephanie Vaughan</p> <p><b>Guests:</b> Eric Arellano, Eric Blumenthal, Jennifer Jones, Katie Kicza, Rhonda Miller, Suzanne Lineen</p>

## NOTES

<b>TOPIC</b>	<b>Welcome</b>	Sam Paris
TIME: 10:00 – 10:02		
<p>Sam Paris, PERS’ Chief Operations Officer, welcomed the Employer Advisory Group (EAG) and went over the EAG meeting agenda.</p> <p>Sam introduced two new members of the EAG: Brian Knowles, Chemeketa Community College Director of Budget and Finance, and Diana Herb, Tualatin Valley Fire and Rescue Payroll Manager.</p>		

<b>TOPIC</b>	<b>Director’s Office Update</b>	Kevin Olineck
TIME: 10:02 – 10:09		
<p>Kevin Olineck, PERS’ Director, provided a Director’s Office update. The May 27 PERS Board meeting was the first hybrid board meeting. The July 22 board meeting will be held hybrid as well – in-person at PERS headquarters and online via GoToMeeting.</p> <p>Kevin gave a quick update on two topics: 2023-25 Budget Planning and PERS Modernization. The agency is currently working on modernization planning, and it recently received an additional \$3.8 million from the Emergency Board for the effort.</p>		

Legislative updates from Heather Case, PERS' Senior Policy Advisor:

- The board voted on March 28, 2022, to send PERS' proposed legislative concepts to Dept. of Administrative Services (DAS) and the Governor's Office for approval.
- DAS and the Governor's Office approved those concepts and sent them to legislative counsel for drafting at the beginning of June.
- This summer, PERS will be working with Legislative Counsel on draft bill language for those concepts.

Heather also reminded the group members that they can find more information about our legislative concepts in the [materials from the March 28, 2022, PERS Board meeting](#).

Kevin added a brief public service announcement: The employer representative on the PERS Board, Lawrence Furnstahl, will soon be vacating his position. If there is someone the group thinks may be a good fit for the position, please reach out to Kevin or Heather.

TOPIC	<b>Senate Bill 1049 Program Update</b>	Yvette Elledge-Rhodes
TIME: 10:09 – 10:20		
Yvette Elledge-Rhodes, PERS' Deputy Director, went over the SB 1049 Roadmap and gave a general project update.		
<b>Remaining Projects</b>		
There are two remaining public-facing projects.		
<ul style="list-style-type: none"><li>○ <b>Member Redirect</b></li></ul>		
Deployment on 7/21/2022 of Work Package 6.1, EPSA Retirement.		
Work Packages 8 and 11 are complex work packages that will not impact employers; however, they may be going over the estimated timeline. PERS is reviewing the requirements and project schedule.		
<ul style="list-style-type: none"><li>○ <b>Technical Debt</b></li></ul>		
Work Package 1, Employer Statements, Deploys 7/21/22. This is one of the last public-facing deployments of SB 1049.		
Employers were invited to test the new employer statement format. Ten employers completed the testing and shared their opinions about the new employer statements in a survey. Yvette shared the results of the employer testing survey (available in the <a href="#">meeting handout</a> , slides 8–17). PERS is considering the survey comments and determining what suggestions we can incorporate.		
More information is available in the <a href="#">July Employer News</a> .		
<i>Comment:</i> Nancy Brewer, City of Lebanon, thanked PERS for listening to employer feedback and making changes to employer statements.		

<b>TOPIC</b>	<b>Communications Update</b>	Shawn Harper
TIME: 10:20 -10:25		
<p>Shawn Harper, PERS Employer Communications Specialist, gave a brief overview of updates from the Communications Section.</p> <p><b>Employer Satisfaction Survey</b></p> <p>The Employer Satisfaction Survey wrapped up on May 31. More survey responses were collected this year than any other prior year, which was a goal for the PERS Communications team.</p> <p><b>Employer Statement Format</b></p> <p>There will be announcements throughout July to help employers understand the new employer statements. Look for communications in the recent <a href="#">July Employer News</a>, a July 21 <i>NewsBite</i> email, and a July 22 website announcement. For details, go to the <a href="#">Understanding Your Statement webpage</a>.</p> <p><b>New Employer Online Materials</b></p> <p>A new employer manual is in work. It will combine available manuals into one easy-to-use guide separated into about 25 mini-guides (graphic in <a href="#">EAG handout</a>, slide 23). Comms plans to start publishing the mini guides online later this summer.</p>		

<b>TOPIC</b>	<b>Actuarial Update</b>	Jake Winship
TIME: 10:25 -10:50		
<p>Jake Winship, PERS' Associate Actuary, gave an actuarial update.</p> <p>At the July 22 PERS Board Meeting, the board will be discussing the system-wide actuarial valuation results.</p> <p>At the September 30 board meeting, individual employer contribution rate results will be released.</p> <p>In October, individual employer valuations will be available online. Please sign up for <a href="#">GovDelivery</a> to receive updates, or reach out to PERS Actuarial at <a href="mailto:Actuarial.Services@pers.oregon.gov">Actuarial.Services@pers.oregon.gov</a>.</p> <p><b>Valuation Format Review</b></p> <p>Actuarial Services held two focus groups to gather employer feedback on improving the format and organization of the actuarial valuation reports provided by PERS consulting actuary Milliman. The groups had great ideas that PERS is implementing.</p>		

In the focus groups, some employers shared that they don't understand the Multnomah Fire Districts #10 UAL rate listed in their valuation reports. In response, Actuarial Services and Communications included an explanation of the rate in the [July Employer News](#). Also, on July 15, Actuarial posted two new documents to the [Actuarial Presentations and Reports webpage](#) under the year 2021: 2020 Employer UAL Detail and 2020 Employer Active Count and Valuation Payroll. These include data related to the valuation published in 2021.

### **Actuarial Valuation Priority Poll**

Jake led a live poll to gather feedback on what updates to the actuarial valuation format are most important to EAG members and guests.

#### *Questions (yes/no):*

- Do you review your organization's actuarial valuation? 71% Yes, 28% No; 14 responses
- Is it difficult to find the answers or information you need with the way your actuarial valuation is formatted or organized? 25% Yes, 25% No, 50% Sometimes; 12 responses

#### *How important are the following potential changes (Important/Unimportant)?*

- Display current rates and new rates side by side. Important (81%); 11 responses
- List pooled rates first (normal cost and UAL rate) followed by the individual employer rates (e.g., pre-SLGRP, side account, transition surplus). Important/Somewhat Important (60%/40% split)
- Provide start and end dates for rate components such as side accounts and transition surplus/liability rates. Important (100%); 8 responses
- Display percent change between current valuation results and prior valuation results on the Principal Valuation Results page. Important/Somewhat Important (30%/70% split); 10 responses

### **How to Handle In-Depth Questions Brought to EAG Meetings**

Good answers often warrant deep research and further discussion.

Jake suggested that people submit in-depth questions to [Actuarial Services](#). If warranted, Actuarial would set up a brief sub-meeting or research the topic and bring it to the next EAG meeting. There was no disagreement with this suggestion.

*Comment:* Nancy Brewer, of the City of Lebanon – In favor of having deeper discussions in EAG, so that employers who may not understand the full implications of an actuarial policy can learn the information in a broader forum.

### **Unused Sick Leave – EPPT vs. MPPT**

Actuarial discussed this topic with actuaries from Milliman. If a particular employer does not participate in the unused sick leave program but others in their employer pool do, the

employer may pay a higher rate than if none paid into the program. There are a few exceptions to that. However, the increase in contribution rate is not significant.

- Rate increase is less than 0.1%.
- Benefits of pooling outweigh cross-subsidy.

Jake shared that another great source of in-depth actuarial information is the [employer newsletter](#).

TOPIC	Additional Items	Sam Paris
TIME: 10:50 – 11:04		
Sam Paris introduced the remaining additional items.		
<b>Workday Learning Site</b>		
Sarah Diggs, Training Development Specialist at PERS, shared a presentation on the development of an employer Workday Learning site (graphic available in <a href="#">EAG handout</a> on slide 29).		
Earlier this year, the PERS EAG team reached out to Sarah to help develop a Workday training to help employers learn EDX.		
Through the PERS affiliate site, employers will be able to log in to the Workday Learning platform to access EDX training, webinars, and more.		
There will be a communication coming this fall on how to access Workday Learning for employers.		
After launch, a survey will go out to employers who use the Workday Learning site to see what they think of it.		
<b>EDX User-Interface Upgrade</b>		
Yvette shared a presentation on the new EDX interface upgrade launching this fall (slides 30–32 in the <a href="#">meeting materials</a> ).		
PERS is planning an EDX interface upgrade that will allow EDX to be used in Chrome and Firefox, in addition to Edge. EDX was launched in 2004 and has not been upgraded much since.		
PERS will be asking employers to volunteer to test the new user interface in October. If you are interested, please email <a href="mailto:employer_advisory_group@pers.oregon.gov">employer_advisory_group@pers.oregon.gov</a> .		
There will be more information to come on the EDX interface upgrade.		

TOPIC	Questions	Sam Paris
TIME: 11:04 – 11:06		
Announcements: <ul style="list-style-type: none"><li data-bbox="203 373 1398 470">• PERS Board meeting scheduled for July 22, 2022, at 9:00 a.m. Meeting will be held in-person and virtual using GoToMeeting. Register for the meeting on the <a href="#">PERS Board Information webpage</a>.</li></ul>		

<b>Next meeting facilitator:</b> Sam Paris
<b>Next meeting date and time:</b> October 14, 2022, from 10:00 a.m.–12:00 p.m.